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Job Growth and Economic Development Impact *Registered Apprenticeship*

The Virginia Department of Labor and Industry's (DOLI) Registered Apprenticeship Program is a training system that produces highly skilled workers to meet the demands of employers competing in a global economy through a combination of on-the-job training and related classroom instruction. It is a "win-win" approach to workforce development for over 13,000 apprentices (employees) throughout the Commonwealth. Employers gain productive and skilled credentialed employees, and the employees gain job experience and wages while earning a post secondary credential. This is necessary more than ever to attract new business and industry to the Commonwealth and retain the businesses we have.

The program currently meets the needs of over 2,000 sponsors (employers) who use custom-designed programs to train and credential their workforce. The Department of Labor and Industry works with employers to document the required job skills and registers the employee as an apprentice. Employers provide the on-the-job training and the **Virginia Community College System (VCCS)** manages and approves the related instruction for occupations, ranging from technology, health careers to skilled trades. In 2009, DOLI served 13,926 active registered apprentices (employees) and 2,529 employees completed their credentialed apprenticeship from 2,220 sponsors (employers).

Collaborative Efforts

DOLI and VCCS strive to work seamlessly to serve the sponsor the sponsors and apprentices. The responsibilities do not overlap but rather compliment. The VCCS Chancellor or representative (which in this case is the Director of Career and Transitional Programs) Gloria Westerman is an ex-officio member voting member of the council. She also serves on the council's ad hoc subcommittee. VCCS approves related instruction curriculum and delivery site/methods. DOLI is the registration and certification agency. Staff works with the sponsors to provide technical assistance in development of on-the job learning work processes and to ensure that the apprentices are working in a safe environment with supervision as prescribed by regulations.

DOLI is a founding member of the **Career Pathways Task Force**. The initial membership represented: **Department of Education (DOE)**, **State Council of Higher Education for Virginia (SCHEV)**, **Virginia Economic Development Partnership (VEDP)**, VCCS and DOLI. Governor Kaine expanded and renamed the task force to include the **Virginia Employment Commission (VEC)**, **Department of Social Services (DSS)** and named the Secretary of Education as chairman by EO 96. The new name for the Task Force is The **Virginia Career Pathways System Working Group**.

Registered Apprenticeship is required in many USDOL grant opportunities especially in areas of green industry.

Registered apprenticeship is a perfect example of public-private partnerships. The apprentice is a paid full time employee of employers. The private sector (or the public sector employer if appropriate) provides skill training and mentoring. VCCS approves and verifies that the necessary related instruction has been successfully completed. DOLI provides the credential that is portable and recognized across the country.

One goal Registered Apprenticeship hopes to obtain is the hiring of two staff members to coordinate and serve as DOLI liaison(s) between stakeholders. This achievement would result in expanded knowledge of performance measures, allowing grant funding from the **Workforce Investment Act (WIA)** to address skill gaps and/or lack of finances that prohibit or reduce acceptance into registered apprenticeship programs approved as apprenticeable by the U.S. Department of Labor (USDOL). Training and Employment Guidance Letter (TEGL) No. 2-07 addresses Registered Apprenticeship stating that "Registered Apprenticeship is a critical component of talent development strategies across the country. It is critical that the workforce investment system integrate the resources of the Registered Apprenticeship system into its talent development strategies" (pg 14). The activities of the positions will be incorporated into existing responsibilities of DOLI, Division of Registered Apprenticeship staff members once funding and technical knowledge of both agencies have been acquired and implemented.

National Guard

The Virginia **Department of Military Affairs (DMA)** registered as a DOLI sponsor on March 3, 2010. The **Virginia Army National Guard** and DOLI are active partners. VCCS approved the related instruction. All Army occupational titles have been translated to civilian job titles. The goal is to give the soldier not only a military credential but a credential that will serve both the soldier and non-military employers. This credential has already proved valuable to private contractor employees doing work for the military.

DOLI FY 7/1/2009-current.

Apprentices: 13,801

Active sponsors: 2,234 *sponsor count excludes those with no registered apprentice

Certificate Issued 1,504

New Apprentices Registered: 3,371

These statistics represent an overall downturn in the economy throughout the state. Less opportunities available from employers for training equates to a lesser number of active registered apprentices.

- Statistics: **VCCS is using 12/09 calendar year numbers**

NOTE: partnership

Registered Apprenticeship has partnered with the Shenandoah Valley Work Investment Board on the Shenandoah Valley Energy Partnership grant. This grant has 1.2 million in scholarship money. Employees/apprentices of registered sponsors will be provided scholarships that will pay for their related instruction, thus deferring the cost from the sponsor/apprentice to the grant. The grant began on March 1, 2010 and will run through March 1, 2013. The grant is specific to the manufacturing or construction industries only. Geographically, it will cover the entire Shenandoah Valley from Rockbridge County north to Frederick County.

The **Virginia Apprenticeship Council** (Council) has the authority to determine if an apprenticeship program conforms to the Standards of Apprenticeship and Regulations Governing the Administration of Apprenticeship Programs in the Commonwealth of Virginia. The Virginia Apprenticeship Council also has the authority to establish policies to coordinate apprenticeship related instruction delivered by state and local public education agencies. The Council advises VCCS on apprenticeship-related instruction.

The **Virginia Department of Labor and Industry** is delegated the authority by the Virginia Apprenticeship Council to work with the sponsoring employer. The sponsor is provided assistance to qualify the work processes in the craft or trade in which the apprentice is to be trained. The Department of Labor and Industry is responsible for conducting formal evaluations of each sponsor's program as prescribed by state and federal regulations.

The **Virginia Community College System** distributes funding for apprenticeship related instruction to state and local education agencies based on an approved annual plan. Community colleges and public school coordinators are responsible for providing the appropriate curriculum, supervisory, and administrative services. The Virginia Community College System is responsible for conducting bi-annual evaluations of each service provider and reporting the results to the Virginia Apprenticeship Council and the Chancellor of the Virginia Community College System. The Chancellor, with the approval of the State Board for Community Colleges, provides for the administration and supervision of apprenticeship related instruction.

Code of Virginia §40.1-126

Virginia Voluntary Protection Program (VPP)

The **Virginia Voluntary Protection Program (VPP)** is designed to recognize and promote exceptional safety and health management programs. In VPP, the Department of Labor and Industry's Occupational Safety and Health Program (VOSH), management and labor establish a cooperative relationship at a general industry or public sector workplace that has implemented a strong safety and health program.

Special Government Employees (SGEs) are members of private industry that are certified to participate in VPP evaluations. SGEs play a vital role in the cooperation between business, labor, and government.

DOLI had 54 Team members in the 14 evaluations for SFY 2008-9 (24 VOSH Compliance, 3 VOSH Consultation, and 27 SGEs)

DOLI had 63 Team members for the 15 evaluations in Calendar Year 2009 (29 VOSH Compliance, 5 Consultation, and 29 SGEs)

The **Safety and Health Achievement Recognition Program (SHARP)** provides incentives and support to small, high hazard employers to work with employees to develop, implement, and continuously improve safety and health programs. To participate in SHARP, an establishment cannot employ more than 250 employees at one worksite nor more than 500 total employees nationwide, must be a fixed worksite, have one year of operating history, and have a Lost Workday Injury and Illness (LWDII) rate below that of the latest published national average for that industry.

Among upcoming projects for VPP include the Virginia Department of Corrections, who hopes to certify 32 facilities. VPP has tremendous benefits in terms of reducing workers' compensation and lost-time injury costs. The lack of available resources for VPP certification still remains an issue, but collaborating with other agencies such as Department of Environmental Quality (DEQ) may be an opportunity to pool knowledge and resources.

Annual VOSH Conference

One of our biggest outreach programs is the Annual VOSH Conference. Our 15th Annual will be held this year in Lansdowne, Virginia at the National Conference Center. This conference is funded by attendee and vendor fees, offering valuable opportunities both to employers who strive to provide safe and healthy work environments and to vendors who are able to demonstrate their services. In addition to our regularly scheduled training sessions, the Annual Conference provides a great forum for everyone interested in occupational safety and health to be a part of what we do.



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